

LONG-TERM UNEMPLOYED AND ACTIVE MEASURES ON THE LABOR MARKET

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Abstract:

In the contribution we point out the risk groups of the unemployed and in the empirical part we find out the effect of long-term unemployment on the unemployed, also the possibilities of realization of an unemployed person. We define active measures on the labor market.

Key words: risk groups, unemployed, measures, labor market, qualitative research

Risk groups of the unemployed

A person's employment on the labor market depends on many factors (age, health status, education, personality traits, gender, belonging to an ethnic group). All these factors single out groups of people with a higher risk of job loss and predispose them to long-term unemployment. These people are also exposed to the risk of repeated unemployment and find their employment rather in the secondary labor market and in lower paid activities with an uncertain future. Some of them even have no hope of finding any paid work, because they do not meet the requirements for intellectually and personally demanding jobs. Unemployment thus threatens certain groups of the population more, which is

confirmed by the experience of almost all industrialized countries. And that is why the employment policy must be aimed at them. In our country, these include young people, women with small children, disabled people, elderly people, people with low education, the Roma ethnic group and incoming immigrants.¹

„Risk groups of the unemployed are part of Act NR SR no. 5/2004 Coll. on employment services, as amended, and are defined as persons who need to be given increased attention and according to the valid Act of the NR SR no. 5/2004 Coll. on employment services, as amended, are designated as disadvantaged job seekers.“²

„A disadvantaged job seeker for the purposes of this Act is a job seeker who is:

- a citizen younger than 26 years of age who completed continuous training for a profession in the form of full-time studies at the relevant level of education less than two years ago and did not have a regularly paid job before entering the register of job seekers (hereinafter referred to as a school graduate),
- a citizen older than 50 years of age,
- a citizen listed in the register of job applicants for at least 12 consecutive months,
- a citizen who did not have a regularly paid job for at least 12 consecutive calendar months before being included in the register of job seekers,
- a national of a third country who was granted asylum under Act No. 480/2002 Coll. on asylum and on the amendment of certain laws as amended by Act no. 692/2006 or to which the supplementary protection of Act No. 480/2002 Coll. as amended by Act no. 692/2006 Coll.
- a citizen who lives as a single adult with one dependent or with several dependents or who care for at least one child before the end of compulsory schooling
- a citizen with a disability:
 - A citizen with a disability for the purposes of this Act is a citizen recognized as disabled according to the special regulation of Act No. 461/2003, Coll. on social insurance as amended by Act no. 310/2006 Coll. of Act no. 328/2002 Coll. on social security for police officers and soldiers and on amendments to certain laws as amended.
 - A citizen with a disability proves his disability and the percentage decrease in his ability to perform gainful activity due to physical impairments or

1 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ, Nezaměstnanost, p. 82.

2 Zákon 5/2004 Z.z. o službách zamestnanosti v znení neskorších predpisov. In. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 98.

behavioral disorders by a decision or notification of the Social Insurance Office or an opinion of the social security department according to a special regulation.“³

Younger age group under thirty years

Most of the countries of the European Union are plagued by a high rate of youth unemployment. And especially for young people, the beginning of their economically active life is the most important period in their life. And that is why they should be given due importance. It is necessary to acquire work habits right after graduation. To realize that work is an essential part of our life and the main source of income. If young people experience difficulties at the very beginning of their entry into economically active life, it is possible that this will affect their attitude towards finding a job - after a longer search, they lose hope and resign. And precisely this procedure has an adverse effect on them as individuals, but also on society as a whole. The European Union appeals to the member states and tries to propose procedures that will support the growth of youth employment.⁴

Graduates who have just finished high school and university and who are looking for their first job are at a certain disadvantage compared to other applicants. Because they do not have practical experience and basic work habits, but they also do not have certain work contacts that would make it easier for them to better navigate the labor market. Unemployed university graduates have it all the more difficult from an economic point of view, because many of them start families or already live with their families. Insufficient income does not only affect the university graduate, but several people in his family.⁵

Graduates who have just finished their education in less „fashionable“ and less desirable fields of practice and thus do not have sufficiently suitable qualifications for successful employment on the labor market may develop bitterness in their view of the world, but also of themselves. Job prospects are therefore slim for them, and unemployment may become their only possible way of life. They are often not offered any job opportunities where they can apply their qualifications and skills.⁶

3 Zákon 5/2004 Z.z. o službách zamestnanosti v znení neskorších predpisov. In. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 100.

4 Cf. PÁLENÍK et al. Politika zamestnanosti- budúcnosť pre Slovensko, p. 15.

5 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ, Nezaměstnanost, p. 82.

6 Cf. BUCHTOVÁ et al., Nezaměstnanost – psychologický, ekonomický a sociální problém, p. 111.

„Unfortunately, in the past and sometimes even now in Slovakia, there is no strategy in this area dealing with the preventive monitoring of employment needs in accordance with the current and prospective population development, the economic structure of the regions, the structure of employment according to individual departments, the expected need for labor forces, their retraining and under In the recent past, currently implemented national projects aimed at increasing employment are gradually responding to the needs of the labor market and there is an effort to harmonize the labor market and education systems (school system).

Characteristic reasons why some school graduates cannot find a job after finishing school:

- in the education system – in the relationship between the structure of secondary school and university education and the possibilities of finding employment for a given professional orientation in a given region,
- in changes in job opportunities in the period between the choice of vocational training and the completion of studies,
- in disadvantages (health or other) for applying on the labor market. In the risk group of unemployed school graduates, it is also necessary to take into account an important determining factor, namely the compatibility of the studied or trained field with the job sought.“⁷

The early career period is also a period of financial dependence, when income is relatively low and debts are high. Forced exclusion from the labor market can lead to panic and acceptance of an unsatisfactory job offer that just happened, which can later bring regret and disappointment about this decision. But despite this, it turns out that in order to maintain work vitality, knowledge and skills, it is important to take a lower-paid job for a certain period of time.⁸

After completing their studies, many graduates solve their unemployment by going abroad, where they are a cheap labor force. Despite their stay abroad, their work experience in another field is insufficient for employers. Those who returned with better language skills are more self-confident and more financially demanding during admission interviews. They also overestimate their skills and especially the starting salary offered. And maybe accepting an offer with a low salary to begin with is the right way to get the job you want.

Graduates have the opportunity to acquire sufficient work experience through graduate internships from the Employment Services Act, but they are not very

7 VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 95.

8 Cf. BUCHTOVÁ et al., Nezamestnanosť – psychologický, ekonomický a sociálny problém, p. 111.

willing to work for low wages during graduate internships. And so young people continue to stay with their parents, and the stage of adolescence is artificially extended. And this has a negative impact both on the individual and on the entire society, and thus the personal identity, the identity of masculinity and femininity and the values of family and society are threatened, and especially the achievement of independence is artificially prolonged. Furthermore, it also affects the professional role of the individual, his ability to establish contacts, maintain friendships and other contacts in society.⁹

Older people

The older a person is, the more firmly he has addictive stereotypes, and thus it is harder and slower to adapt to new life situations. For every person, a sudden job loss means a decisive reorientation in life. This is usually associated with a decrease in income and standard of living, a changing family situation, loss of contacts, loss of qualifications, a decrease in self-confidence and often a deterioration of health. How an elderly person can adapt to new conditions and how he experiences these changes depends on several factors. The most important thing is the personality of the individual, and life circumstances, level of intelligence, social status and family circumstances come to the fore here. Orientation towards the future plays the most important role. If this is missing, the loss of a job can become the cause of total life resignation.¹⁰

They are uninteresting for the labor market. Employers show little interest in this type of people. And at the same time, several of them can also be highly qualified workers who have very good work habits. Not only do they have years of experience behind them, but they can also be much more capable with skills and experience compared to young people.¹¹

In a very short time (sometimes even overnight), a person who held an important position can find himself permanently separated from the results of his long-term efforts, from his position, colleagues and especially income. Employers see older people as a worse investment compared to young people.¹²

According to modern developmental psychology, in older adulthood, not only

9 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, pp. 96 – 97.

10 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ, Nezaměstnanost, pp. 86 – 87.

11 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 94

12 Cf. BUCHTOVÁ et al., Nezaměstnanost – psychologický, ekonomický a sociální problém, p. 112.

the lack of individual functions is evaluated, but there are also positive changes in personality and other abilities. The focus of activities is moving to other areas: organizational, educational and representative. Workers have excellent prerequisites in that they can combine rich life experiences with work experience and with so far good adaptation skills.¹³

Women

The unfavorable position of women on the labor market is mainly caused by the fact that employers prefer men due to their greater territorial mobility and unburdened by household chores. Jobs with reduced working hours are mostly not created and they prefer multi-shift operations.¹⁴

The participation of women in the labor market compared to men has long-term shown significant differences. This is also confirmed by many statistical analyzes and research findings (for example, the Report on the Social Situation of the Population of the Slovak Republic, Gender Statistics in Slovakia). But public opinion polls also reconfirm the findings about the disadvantage of women in the labor market compared to men and their preference over women in the workplace.⁵⁸ If changes are made in the company that relate to layoffs, it is precisely women who are laid off first. Women tend to work part-time and in more unstable jobs (temporary, occasional or seasonal work). Women have to catch up with men after a career break for reasons of motherhood, care or treatment of a family member.¹⁵

Other problems are also associated with women's full-time employment. As mothers often have absences from work due to small children and thus disrupt the smoothness of the work process and this causes them to be negatively evaluated by the employer and reduces the willingness to employ them.¹⁶

Women's employment is a serious global problem. It is difficult to combine work and maternity duties, to achieve adequate involvement of women. In developed countries, solutions such as reduced working hours

13 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ, *Nezaměstnanost*, p. 87.

14 Cf. BUCHTOVÁ et al., *Nezaměstnanost – psychologický, ekonomický a sociální problém*, p. 113.

15 Cf. BUCHTOVÁ et al., *Nezaměstnanost – psychologický, ekonomický a sociální problém*, p. 113.

16 Cf. BUCHTOVÁ et al., *Nezaměstnanost – psychologický, ekonomický a sociální problém*, p. 113.

and the introduction of flexible working hours are being sought.¹⁷

Women state family as their main priority.

- they are very likely to marry and have children,
- expected to have more children,
- devote more time to activities related to the household,
- spend most of their time taking care of children,
- they tend to be more involved in the family than in their career,
- their career is interrupted after the birth of a child,
- a greater effort to adapt the work schedule to the needs of the family,
- lower aspiration for higher management positions,
- the belief that their career is not as high a priority as their partner's,
- they undergo changes (residence, jobs, etc.) because of the family).¹⁸

Women over 45 have a specific position on the labor market, and they are often discriminated against. They are the ones experiencing increased stress from losing their job, as they are approaching retirement age and must provide for it financially.¹⁹

Disabled people

People who are medically handicapped are included in a risk group that is more susceptible to unemployment, as precisely for these people the conditions for employment or self-employment, such as sheltered workshops or sheltered workplaces, are not sufficiently created.²⁰

People who have a changed ability to work struggle with not only economic, but also psychological and social problems, but they also have trouble finding the meaning of life and a sense of human dignity. More and more emphasis is placed on work productivity, and from this point of view, they have less chance to get a job. The duration of their records at labor offices is several times longer than that of healthy people. They often find themselves in a hopeless life situation, and for their families this means taking care of an unemployed disabled family

17 Cf. BUCHTOVÁ et al., *Nezaměstnanost – psychologický, ekonomický a sociální problém*, p. 113.

18 Cf. FEDÁKOVÁ, D. *Pracovné a rodinné prostredie zamestnaných*. Prešov: UNIVERSUM-EU, p. r. o.,

19 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ – *Nezaměstnanost*, p. 89.

20 Cf. VASKA, *Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými*, p. 90.

member. Even if the social security system tries to participate in ensuring their basic material needs, the social integration of a group of disabled people largely depends on wider social, economic and legal conditions.²¹

The employment of people with disabilities is affected by the effectiveness of measures aimed specifically at this group of people, and this does not only apply in the area of labor market policy. It also includes anti-discrimination legislation, quality of employment, occupational rehabilitation, social rehabilitation, elimination of barriers, awareness of the general public and employers, including the disabled. The group of disabled people must be perceived as a group of people with whom it is necessary to work sensitively and specifically within the framework of social counseling with the unemployed, primarily because of their health handicap. It is necessary to be aware of the alternatives of employers, to support and favor them further with contributions for the employment of these people.²²

People without qualifications

The most important factor influencing employment on the labor market is not only the education achieved, but also its degree and focus.²³ The employment of people with low qualifications has its specifics, and these are - different dynamics and also other characteristics than the total employment, which economists normally discuss.²⁴

In the current population of long-term unemployed, the largest group is precisely unskilled workers (about a third of all unemployed), some of them are also primary school graduates. These are primarily young people who are difficult to educate, often with unsuitable prerequisites and with little interest in employment at all. We also include people who have undesirable deviant behavior (alcoholics, recidivists, people released from correctional facilities and many other socially maladjusted). These are people with specific characteristics of individual and family life.²⁵

A significant part of this group of people has not even completed primary education. The largest group of long-term unemployed is made up of people

21 Cf. Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ – Nezaměstnanost, pp. 89 - 90.

22 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 90.

23 Cf. FILADELFIOVÁ, Ženy, muži a vek v štatistikách trhu práce, p. 33.

24 Cf. KOŠTA, J. et al., Aktuálne problémy (ne)zamestnanosti nízkokvalifikovaných pracovných síl, Bratislava: Ekonomický ústav Slovenskej akadémie vied, 2014, p. 11.

25 Cf. BUCHTOVÁ, ŠMAJS, BOLELOUCKÝ – Nezaměstnanost, p. 90.

with low qualifications or even no qualifications. This group of unemployed people is often called the new class of „declassified“. This class is dependent on the social support system and is gradually being displaced more and more by cheaper and more accurate machines. A large number of programs and projects are implemented with the financial support of the European Union, which are aimed at further education, which is one of the most adequate solutions to unemployment.²⁶

The degree of qualification and professional knowledge is decisive when looking for a job opportunity. More ability means more choice for the employer, but also for the worker. There will be less and less interest in the work of unqualified people and thus they become a potential criminal problem for society.²⁷

Roma ethnicity

Since most Roma have a low level of education, they have a very negative effect on the labor market and appear as if they are standing in front of a closed door. Their status and social potential of the Roma minority also has a negative impact. Roma are currently oriented towards the secondary labor market. In the past, there was a higher demand for cheap labor, which resulted in high employment in the economy, and that's where the majority of Roma worked. Roma applicants are placed at the end of job applicants. The fact is that Roma jobseekers are the most at-risk group threatened by unemployment. On the basis of these handicaps, Roma become recipients of unemployment benefits and benefits in material need. These benefits are provided by state social policy institutions. The undesirable result is extremely long-term unemployment. The worst thing is that this condition is passed down from generation to generation. There are more and more families where both parents and children are unemployed and have no experience of working in permanent employment. Parents do not set an example for their children that it is necessary to work, thus creating the conditions for the creation and reproduction of a subculture of unemployed Roma youth, whose features can be even pathological.²⁸

26 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, pp. 97 – 98.

27 Cf. BUCHTOVÁ et al., Nezaměstnanost – psychologický, ekonomický a sociální problém, p. 114.

28 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 97.

Mobilizing one's own forces in case of job loss

Almost all of us can lose our job these days. Most jobseekers did not assign their unemployed status to themselves. School graduates have finished their studies and are looking for a job, as are workers whose company has ceased operations or people for whom their working conditions have become unacceptable. Whatever the reasons may be, each applicant must deal with his/her own situation. Job search can be defined as a systematic activity based on knowledge of one's assumptions and their subsequent enforcement on the labor market. Job seekers who don't know their prerequisites can't convince anyone about them, and what's more, they won't even know in which areas they should look for new employment.²⁹ A helpful solution at a time when we are still confident in our abilities can help us orient ourselves by thinking about simple questions. We will summarize what we have done so far and what we could still do to get a new job. We can help with the following questions:

- Have you already registered at the labor office?
- Do you have reviews from previous employers?
- Have you thought about what job you could and would like to do?
- Have you tried the opportunity to get a job at a private company?
- Do you already have an idea about the job you would like to hold?
- Have you thought about the possibility of moving from your current place of residence because of the offered job opportunity?
- Do you regularly follow job offers (e.g. advertisements in the press)?
- Have you already placed an ad in the newspaper?
- Did you contact your acquaintances about vacancies?
- Have you tried to seek help from your friends?
- Are you looking for information in the groups you belong to?
- Do you attend social gatherings, clubs, where you would get more information?
- Would you be willing to practice your profession for a certain period of time without financial remuneration?
- Have you already researched which courses could be helpful in getting a new job? • Have you thought about your interests and hobbies in more detail?
- Would you be willing to do work for free to gain experience?
- Have you completed any retraining course?
- Are you interested in participating in a course that could help you acquire

29 Cf. SIEGEL, Z. Jak hledat a najít zaměstnání. Praha: Grada publishing, 2003, p. 9.

skills and abilities? (ability to communicate, healthy advocacy, organizational and managerial skills, etc.)?³⁰

There are several ways where and how to look for a new job:

Advertising – is the most accessible way of looking for a job and at the same time it will reach a large number of potential job seekers. It is necessary to respond to an advertisement that is interesting as soon as possible, as this declares the level of motivation and interest in the job offered to the potential employer. It is best to start searching for ads as soon as possible. It is necessary to be as active as possible, because the more options are used, the greater the chance of getting a new job. - self-advertisement – an advertisement in which an unemployed person offers his own qualifications and experience, indicating that this person is really active and wants to get a job.

In several weeklies, citizen advertising is either free or for a minimal fee. - regional advertisement – following this advertisement will help you get new information from the region – e.g. which companies are about to enter the regional market and may be looking for new workers. - nationwide advertising - in the supplements of the daily newspapers (Sme, Nový čas, Pravda, Hospodárske noviny) advertise companies that need to find new workers. - other periodicals – Trend – an economic weekly focused on advertising and management, Profesia – current vacancies according to www.profesia.sk. - advertisement - advertising is a tool for finding new workers for companies.

Internet - currently most companies use it when looking for new workers. Its advantages are mainly speed, financial simplicity, time limitlessness, timeliness of information. There are various information portals and addresses with offers of various jobs and vacancies. This search method is currently the most common. The most used address: www.profesia.sk - the possibility to view current offers by region, by company. There is an opportunity to register for free for a certain period of time (max. 3 months), where the highest achieved education, experience, skills, personal data,

Directly - blindly - as long as there is a demand for workers with a certain specialization on the labor market, companies do not care how they get to these workers. It would be best to find the right time when the company is going to advertise job vacancies.

Contacts - this method is considered the most effective, as the offer to hire a new employee is based on the company's internal environment.³¹ This method,

30 Cf. MRÁZOVÁ et al., Som nezamestnaný – a čo ďalej?, pp. 62 – 64.

31 Cf. LIŠKA, DEBNÁROVÁ, MRENICOVÁ, Som nezamestnaný! A čo ďalej? (praktická príručka pre nezamestnaného), pp. 8 – 16.

based on the recommendation of an acquaintance, is one of the most common methods of filling job positions. Job seekers can access unpublished information about job opportunities through their acquaintances. The employee who recommended his acquaintance hereby assumes a certain responsibility for the qualities of the new employee.³²

Labor Office - information on job vacancies is posted on notice boards of Labor Offices or we can request this information from a competent person.

Agencies - personnel - the agency has the applicant's data stored in its database and informs the applicant about a suitable job offer. Registration is either free or a registration fee is required. Agencies also mediate temporary employment or part-time jobs. Others - these mostly mediate work abroad (au-pair, various seasonal jobs, construction, work on cruise ships), but for a fee (it can be in foreign currency). So before that, you need to consider and especially check the „good name“ of the agency.

Workshops and job fairs – they are organized like markets, where companies offer job vacancies and interested parties are informed about employment opportunities.³³ The job fair is a suitable opportunity for job seekers, as it is here that they have the opportunity not only to meet in person, but also to communicate with a large number of representatives from various organizations and to receive more information about the job position. Companies present their corporate culture here and can appeal to a large number of applicants. A rich professional program is prepared here, including lectures and practical demonstrations. Here, applicants are offered the opportunity to receive comprehensive career counseling, useful information about job opportunities, listen to expert lectures in the field of labor law or even a depiction of the situation on the labor market.³⁴

• Other sources: stock market radio, teletext, local radio, shop windows, various notice boards,...³⁵

32 Cf. FARKAŠOVÁ, V., LIŽBETINOVÁ, L. Kariéra ako súčasť rozvoja osobnosti. Žilina: EDIS – vydavateľské centrum ŽU, 2016, p. 71.

33 Cf. LIŠKA, DEBNÁROVÁ, MRENICOVÁ, Som nezamestnaný! A čo ďalej? (praktická príručka pre nezamestnaného), p. 16.

34 Cf. FARKAŠOVÁ, LIŽBETINOVÁ, Kariéra ako súčasť rozvoja osobnosti. centrum ŽU, p. 71.

35 Cf. LIŠKA, DEBNÁROVÁ, MRENICOVÁ, Som nezamestnaný! A čo ďalej? (praktická príručka pre nezamestnaného), p. 16.

Active employment policy

The purpose of the active employment policy is to balance the current imbalance of supply and demand on the labor market. It is a set of active measures that are aimed at supporting the application of a person without work to a job that suits him or to maintain an employment relationship. It tries to balance significant regional differences and also aims to improve the situation of the most vulnerable social groups in the labor market. The aim of the active employment policy or active measures are to obtain or maintain a job for a person, provision of public services for employment, creation of new jobs, various allowances for employment, support for self-employment, allowances for employers...³⁶

Employment policy is therefore the creation of new job opportunities aimed at providing higher quality vocational training, supporting the creation of new businesses and improving relations between employees and employers.³⁷ Active measures on the labor market represent a set of measures that activate subjects on the labor market to their most important goal, which is to maintain or obtain employment for the unemployed.³⁸

„Act No. 5/2004 of the NR SR on employment services, as amended, currently creates the conditions for the legal framework for the provision of contributions and support for the following active labor market measures:

- information and consulting services,
- professional consulting services,
- education and training for the labor market (implemented in various forms for job seekers and employees) in the context of eligible costs for education and training for the labor market (eligible costs related to education and training for the labor market),
- allowance for self-employment,
- contribution to support the employment of a disadvantaged job seeker,
- allowance for graduate practice,
- contribution to activation activity in the form of smaller municipal services for the municipality or in the form of smaller services for the self-governing region,
- contribution to activation activity in the form of volunteer service,

36 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, pp. 52 – 53.

37 Cf. HETTEŠ, Zamestnanosť a sociálna práca, p. 33.

38 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 57.

- allowance for commuting to work,
- allowance for moving for work,
- allowance for transport to work,
- allowance for the creation of a new job,
- projects and programs.³⁹

„Act of the NR SR No. 5/2004 Coll. on employment services, as amended, in its eighth part, pays increased attention to citizens with disabilities as one of the most threatened social groups on the labor market.

The active measures of the labor market towards this group of disadvantaged job seekers are as follows:

- protected workshop and protected workplace,
- contribution for the establishment of a sheltered workshop or a sheltered workplace,
- contribution to keep a citizen with a disability in employment,
- contribution to a citizen with a disability for self-employment,
- supported employment agency,
- allowance for work assistant activities,
- a contribution to cover the operating costs of a protected workshop or protected workplace and to cover the costs of employee transport.⁴⁰

The provided amount and duration of contributions to individual active employment policy instruments is not the same for all contributions. Its dependence is influenced, for example, by the district's affiliation to the region in terms of GDP (gross domestic product) per inhabitant. It also depends on the level of the average rate of registered unemployment in a specific district compared to the average rate of unemployment throughout Slovakia for the past calendar year. The amount of the contribution may also depend on who the created job position is filled - for example, disadvantaged job seekers.⁴¹

„To active measures on the labor market according to Act NR SR no. 5/2004 on employment services, as amended, we also include:

- employment mediation,
- records of job applicants,

39 Zákon 5/2004 Z.z. o službách zamestnanosti v znení neskorších predpisov. In. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, pp. 53 – 54.

40 Zákon 5/2004 Z.z. o službách zamestnanosti v znení neskorších predpisov . In. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 54.

41 Cf. VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 54.

- inclusion in the register of job applicants,
- continuous training for the profession,
- the national system of occupations (to ensure the creation and updating of the national system of occupations, the Ministry establishes an alliance of sector councils and sector councils),
- removal from the register of job applicants,
- records of those interested in employment,
- removal from the register of applicants for employment,
- special records of citizens with disabilities,
- record of vacancies,
- records of employers,
- records of employment of citizens of European Union member states and nationals of third countries.⁴²

„The formation of personal uniqueness, the conditions for its self-realization and free expression associated with the development of work, with its mechanization and rationalization, humanization and increasingly positive socialization. Man can be defined as a being of work and connect his life destiny with work. It was through work that man got out of the animal state and continued the history of his own work, his own products, which, although they did not always positively confirm him, were nevertheless a human product and work, albeit in a negative way, such as alienation. Work is the first basic condition of all human life, to such an extent that in a certain sense we can say: work created man himself. Man has created from himself that which defines him as a man; he has developed to the level of his own specificity in such a way that – armed with biological-physiological dispositions and the corresponding body organization – he crosses the boundaries of original naturalness with his work and sets the boundaries of his own humanity and sociability.“⁴³

In addition to financial security, work has several factors - and this leads us to organize our time, to improve and develop our skills and knowledge. It motivates, but also exhausts, keeps you in shape and in a social environment. It offers us security, but on the other hand it also brings worries. He knows how to please, but also how to stress.⁴⁴

42 Zákon 5/2004 Z.z. o službách zamestnanosti v znení neskorších predpisov. In VASKA, Služby zamestnanosti a vybrané aspekty sociálnej práce s nezamestnanými, p. 54 – 55.

43 KUSIN, V. Človek a jeho seberealizácia. Bratislava: Smena, vydavateľstvo SÚV SZM, 1984, p. 14.

44 Cf. FEDÁKOVÁ, Pracovné a rodinné prostredie zamestnaných, p. 7.

Empirical Part

We conducted qualitative research through interviews. The participants were asked pre-prepared questions regarding the subject of the research. The subject of the research was unemployment as a socio-economic problem, and the object was unemployed citizens. The aim of the research was to find out what an unemployed person does to re-apply to the labor market by asking two questions:

Question no. 1: How do you participate in getting employed again?

Question no. 2: How do you manage to approach employers?

The research sample of participants who agreed to take part in our research consisted of 4 participants who were long-term unemployed.

Interpretation of the verbatim transcription:

„I report to the employment office every month, I send CVs with requests for employment and I look everywhere I can, as I said before.“

„I am contacting them personally and by phone, but I am not very successful. It still remains that they say they will get back to me, but they don't. Many times it happens that I miss a good job opportunity and someone smarter overtakes me. Maybe if I had followed the job offers more intensively, no one would have taken my place.“

„I was looking for a job as a seamstress, but nobody in my area needs a seamstress and I don't know how to do anything else. I was also at selection procedures, but in the end I was not chosen.“

„I go to them personally, as I am only looking for a job in my area. For most employers, my qualifications are not enough, or doesn't fit.“

„What I can. I write, I call, and I even beg.“ „As I said, I write and call, and many times I go to see the employer in person. They write or say they will get back to me, but they don't. I think it's because of my age. They want younger ones.“

„I'm doing what I can, sending resumes and applications, but it's difficult. Here in the east, it is a problem to get a job. I don't have many options, and if necessary, I will go abroad.“

„I contact them by phone, email and in person. They reject me due to lack of qualifications and experience. „

Evaluation: Based on the statements, we found out that the participants mostly contact their employers via email and by phone. Their most frequent activity in trying to get a job again is sending resumes and sending job applications. But their requests end with the employer's promise that he will get back to them. Some participants are rejected due to their lack of experience and insufficient qualifications.

Based on many other findings, as well as our excerpt from the author's research activity, we can claim that it is necessary:

- help especially for young people with employment on the labor market, especially those without professional qualifications (we recommend focusing on this group to avoid the danger of a generation falling into long-term unemployment),
- ensuring a social system that does not leave the employed in absolute poverty, - increasing finances to ensure a better active labor market policy, especially with regard to counseling and retraining of the unemployed,
- strengthening education in such a way that, after graduation, they are ready to apply themselves in the labor market, where they will have their skills and abilities at their disposal,
- more effective use of resources from the EU for regional development, - support of territorial mobility for employment.

Conclusion

Unemployment can be described as one of the most complex problems of market economies today. In addition to the economic and political problems associated with unemployment, a number of socio-psychological problems must also be seen, which require different forms of solution, including through social work. It is necessary to pay increased attention and systemic social assistance to the group of long-term unemployed, disadvantaged citizens.

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